



October 5, 2005

TO: Members, Urbana Policemen's Pension Fund

FROM: Ronald Eldridge, Treasurer \mathcal{F} .

Attached please find the annual financial report and audit for the Policemen's Pension Fund for the fiscal year ended June 30, 2005. Some important points of the audit are:

- 1) The financial statements have been prepared in accordance with generally accepted accounting principles ("clean opinion"). The auditor's opinion letter on this finding is on page 1.
- 2) In performing their work, the auditors did not discover any significant weaknesses in the fund's internal accounting controls.
- 3) Net assets of the fund increased \$1,148,314 to \$17,176,508 (a 7.1% increase). Last year's increase was \$1,099,051 (+7.4%). These increases reversed the previous two years of a reduction in net worth. A comparison of the components of the increase in fund balance compared to last year follows:

,	Increase <u>Last Yr.</u>	% Increase	% <u>Total Rev</u> .
Employer Contributions	\$124,979	11.0%	54.1%
Employee Contributions	14,036	5.4%	11.7%
Investment Income	- 28,663	- 3.6%	33.1%
Member Refunds	24,800	n/a	1.1%
Expenses	- 85,889	7.9%	
Net Increase in Fund Balance	\$ 49,263	4.5%	

- 4) The city's contribution was based upon an actuarial study performed by the actuarial firm of Tim Sharpe. The amount required to be contributed was \$950,335 (36% of salary). The fund requested a levy amount of \$1,260,842 (amortizing the accrued liability by a level dollar amount). The amount actually contributed was \$1,258,282. Recall that the City has increased it's contribution from approximately \$350,000 in 1996. On page 12 is a detailed schedule of contributions made by the city since 1997. Over the past 6 years, the City has contributed \$56,456 more than requested by the fund. The funding ratio at June 30, 2005 was 65% (66% funding level last year). Seven years ago, this funding level was 62%. Police officers contribute 9.91% of their salary. The City's contributions compared to employee contributions was approximately 4.6 to 1.
- 5) A review of the makeup of the investment portfolio shows that over the last 10 years, the fund has significantly shifted investments in U.S. Government securities and CD's to equities. The investment in common stocks was first authorized in January 1998:



	Percent of Portfolio					
	05	<u>04</u>	<u>03</u>	<u>01</u>	<u>95</u>	
U.S. Government	49	50	53	54	78	
Cert. Of Deposit	0	0	0	0	4	
Insurance Annuities	0	0	0	0	10	
Common Stocks	0	0	32	40	0	
Stock Mutual Funds	45	45	10	0	0	
Savings/Money Market	6	5	5	6	8	

- 6) One of the important methods that the bond manager uses to manage interest rate risk is to change the weighted average length of maturity of the government investments. The average weighted length of maturity of government investments at june 30, 2005 was 3.5 years, 3.8 years at 2004, and 8.6 three years ago at 2002.
- 7) A breakdown of the investment return by investment type follows (net of all fees):

		<u> </u>		% Return
	2005	<u>2004</u>	<u>2005</u>	<u>2004</u>
Savings/Money Markets U.S. Government:	16,584	7,443	2.5%	1.5%
Interest Gains (Loss)	324,944 (103,962)	375,243 (469,630)	4.5%	4.8%
Subtotal, Fixed	237,566	(86,944)	2.8%	- 1.0%
Equities	531,669	884,845	7.7%	14.7%
Total	769,237	797,901	5.0%	5.5%

Includes deduction of \$69,105 in investment fees (0.45%)

7) A historical review of investment return shows that over the last 5 years, the fund has historically averaged approximately an 6.2% return before equities. The depressed market in equities has lowered the overall return to 1.5%, although over the last 2 years the equity investments have increased the overall return considerably.

	2005	<u>2004</u>	2002	Last <u>3 Yrs</u>	Last <u>5 Yrs</u>	Last <u>10 Yrs</u>
Return Interest	4.1%	4.8%	6.0%	4.5%	5.1%	5.7%
Return Int./Gains US	2.8%	- 1.0%	10.2%	3.6%	6.2%	6.2%
Return Equities	7.7%	14.7%	-20.8%	6.4%	-4.6%	1.3%
Total Return	5.0%	5.5%	-3.9%	4.8%	1.5%	4.5%

- 8) <u>Benefits</u>: Listed below is a general description of the formulas used to calculate benefits. Because the actual formula's are more complex, the following is provided as a general picture and should not be used to actually calculate a person's benefits:
- Regular Retirement Pension. Officers attaining the age of 50 or more with 20 or more years of creditable service are entitled to receive an annual retirement benefit of one-half of the

over 20 years of service, to a maximum of 75% (reached at 30 years of service). Employees with at least 8 years, but less than 20 years of credited service, may retire at or after age 60 and receive a reduced benefit on a graduated scale (10 years service = 15%, 15 years service = 30%, 19 years service = 45.6%). Upon reaching the age of 55, the officer's pension is increased 3% for each year retired (up to a maximum of 15%), and 3% annually thereafter.

- <u>Disability Pension</u>. An officer that is unable to perform his or her duties due to a duty related injury is entitled to receive an annual payment of 65% of the salary at the date of disability. A officer that is unable to perform his or her duties due to an injury not related to the job is entitled to an annual payment of 50%. Upon reaching the age of 60, a disability pension is increased 3% of the original pension annually.
- <u>Survivor Pension</u>. If an officer dies on duty, the surviving spouse receives pension equal to
 the salary of the officer. If an officer dies due to reasons not related to duty, the surviving
 spouse receives pension of 50% of the salary of the officer when the officer stopped
 working.
- 9) The cost of benefit increases are expected to increase over time. Most members drawing benefits by law receive a 3% annually compounded increase in addition to increases in the number of retirees and the increased salaries at retirement that these benefits are based on. Benefit costs increased 6.1% in 2005 over 2004 and have averaged an annual 3.6% increase over the last 5 years and 5.8% over the last 10 years. An examination of the total amount paid out for benefits shows the following increases over the last 10 years.

		2005	<u>2004</u>	2002	<u>1995</u>
Disability	\$	311,563	\$297,679	\$261,359	\$209,343
Cooper Backpay		0	20,207	0	0
Service		622,921	580,327	518,481	282,593
Dependent		180,462	173,087	154,435	109,219
Total	\$1	1,114,946	\$1,071,300	\$934,275	\$601,155

10) An examination of the number and make up of members receiving benefits provides insight into certain trends and changes affecting previous and future pension costs:

		Disa	ability			<u>Ser</u>	/ice		1	<u>Depende</u>	<u>ent</u>
		Ave.	Serv	. Ave.		Ave.	Serv	. Ave.		Ave.	Ave.
	<u>#</u>	<u>Age</u>	<u>Yrs</u>	Ben.	<u>#</u>	<u>Age</u>	<u>Yrs</u>	Ben.	<u>#</u>	<u>Age</u>	Ben.
2005	11	56	17	\$2,505	19	62	23	\$2,696	9	75	\$1,628
2004	11	49	17	\$2,267	19	64	23	\$2,473	10	74	\$1,620
2003	10	48	17	\$1,988	20	63	23	\$2.466	9	75	\$1,430
2002	11	53	18	\$2,187	19	64	24	\$2,328	9	74	\$1,430
2001	11	52	18	\$2,169	18	64	24	\$2,235	9	73	\$1,430
2000	11	51	18	\$2,055	16	64	25	\$2,139	9	72	\$1,349
1999	12	51	17	\$1,875	16	63	25	\$2,034	10	74	\$1,214
1998	12	50	17	\$1,884	15	63	23	\$1,950	10	73	\$1,136
1997	12	49	17		15	62	23		10	72	
1996	11	48	16	\$1,749	15	61	23	\$1,819	10	70	\$1,136

1992	8	47	16	13	64	24	7	77
1988	5	48	18	12	64	24	6	77

- The number of disability pensioners stayed the same in 2005 (11). One duty disability pension was awarded and one disability pension converted to a regular pension (Schwartz). The number of disability pensions has changed little over the last 10 years. The average benefit increased 10.5% in 2005 over last year.
- The number of regular pensions also stayed the same in 2005 (19). One service pensions were awarded (Page) and Schwartz converted from disability. Two pensioners passed away (Ingold and Solomon). The number of service pensions has increased from 15 to 19 over the past 10 years. The makeup of average age and years of service has changed very little over the last 15 years. The average benefit increased 9.2% in 2005 over 2004.
- The number of dependent pensioners in 2005 is one less (9). This was due to the
 passing away of Ms. McIntosh. There has been very little change in the last 10 years of
 the number of surviving dependents or the average age (75 in 2005). The average
 benefit in 2005 increased 0.5% over last year. The law does not provide for any annual
 inflationary adjustments in benefits for dependents.
- 11) An examination of the number and make up of current officers provides insight into certain trends and changes affecting previous and future pension costs:

	<u>#</u>	Ave. <u>Age</u>	Ave. Yr. <u>Service</u>	Ave. <u>Salary</u>
2005	50	35.9	9.0	55,205
2004	49	33.1	8.4	53,755
2003	49	32.2	7.5	51,426
2002	49	35.6	8.2	49,531
2001	49	35.0	8.0	47,349
2000	45	35.5	8.5	43,593
1999	47	36.0	8.3	42,648
1998	46	35.7	8.3	40,639
1997	43	35.5	8.6	40,140
1996	46	35.1	8.3	38,233
1992	41	36.5	9.6	34,204
1988	42	34.7	9.5	29,309

- During 2005, there were one additional net officer admitted into the fund: 4 new officers
 were admitted, Page retired, Tharp was awarded disability, and Beasley left
 employment and withdrew his contributions. The age of the workforce has remained
 about the same over the last 15 years as has the years of service.
- Salaries for pension fund purposes increased an average of 2.7% in 2005. Over the last 5 and 10 years, salaries have increased an annual average of 4.8% and 4.2% respectively.

Audit Report

For the Years Ended June 30, 2005 and 2004



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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees City of Urbana, Illinois Police Pension Fund Urbana, Illinois

We have audited the accompanying statements of plan net assets of the City of Urbana, Illinois Police Pension Fund, a fiduciary fund of the City of Urbana, as of June 30, 2005 and 2004, and the related statements of changes in plan net assets, for the years then ended. These financial statements are the responsibility of the City's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits, in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described more fully in Note 1, the financial statements present only one fiduciary fund of the City of Urbana and are not intended to present fairly the financial position and results of operations of the City in conformity with accounting principles generally accepted in the United States of America.

In our opinion, the financial statements referred to above present fairly, in all material respects, the plan net assets of the City of Urbana, Illinois Police Pension Fund, as of June 30, 2005 and 2004, and the changes in plan net assets, for the years then ended, in conformity with accounting principles generally accepted in the United States of America.

The Schedule of Funding Progress and Schedule of Employer Contributions on pages 11 and 12, respectively, are not required parts of the basic financial statements but are supplementary information required by accounting principles generally accepted in the United States of America. We have applied certain limited procedures, which consisted principally of inquiries of management regarding the methods of measurement and presentation of the supplementary information. However, we did not audit the information and express no opinion on it.

Marti, Hood, Friese Laurite, Le

August 10, 2005



Audit Report

For the Years Ended June 30, 2005 and 2004

TABLE OF CONTENTS

	<u>Page No.</u>
Independent Auditors' Report	1
Comparative Statement of Plan Net Assets	2
Comparative Statement of Changes in Plan Net Assets	3
Notes to Financial Statements	4
Required Supplementary Information:	
Schedule of Funding Progress	11
Schedule of Employer Contributions	12

Comparative Statement of Plan Net Assets As of June 30, 2005 and 2004

ASSETS:	2005	2004
Cash and Cash Equivalents: Checking Account Money Market Accounts	\$ 237 107,996	\$ 257 129,333
Savings Account Total Cash and Cash Equivalents	957,001 1,065,234	625,830 755,420
Receivables: Employer Contributions (Property and Replacement Tax) Accrued Interest Receivable Total Receivables	592,221 96,073 688,294	559,651 95,727 655,378
Investments, at Fair Value: U.S. Government Securities Stock Mutual Funds Total Investments	7,998,244 7,456,547 15,454,791	7,736,695 6,940,572 14,677,267
Total Assets	\$17,208,319	\$16,088,065
LIABILITIES:		
Accrued Payroll Taxes Accounts Payable Contribution Refunds Payable	\$ 9,214 6,317 16,280	\$ 8,056 - 51,815
Total Liabilities	\$ 31,811	\$ 59,871
NET ASSETS HELD IN TRUST FOR PENSION BENEFITS (A schedule of funding progress is presented on page 11.)	\$17,176,508	\$16,028,194

The accompanying notes are an integral part of these financial statements.

CITY OF URBANA POLICE PENSION FUND

Comparative Statement of Changes in Plan Net Assets For the Years Ended June 30, 2005 and 2004

ADDITIONS:	2005	2004
Contributions:		
Employer:	0 4 04 7 000	A 4 000 000
Property Tax	\$ 1,217,282	\$ 1,092,303
Replacement Tax	41,000	41,000
Total Employer Contributions	1,258,282	1,133,303
Refunds Repaid by Members	24,800	-
Employees	273,211	259,175
Total Contributions	1,556,293	1,392,478
Investment Income: Net Appreciation (Depreciation) in Fair Value of Investments:		
Mutual Funds	426,267	864,639
U.S. Government Securities	(103,963)	(469,631)
Dividends	110,299	80,476
Interest	405,737	407,327
Total Investment Income	838,340	882,811
Less Investment Expense	(69,105)	(84,913)
Net Investment Income	769,235	797,898
Total Additions	2,325,528	2,190,376
DEDUCTIONS:		
Disability Benefits	311,563	318,286
Dependent Benefits	180,462	173,087
Service Retirement Benefits	622,921	580,327
Refunds to Resigning Members	42,699	-
Administrative Costs	19,569	19,625
Total Deductions	1,177,214	1,091,325
NET INCREASE (DECREASE)	1,148,314	1,099,051
NET ASSETS HELD IN TRUST FOR PENSION BENEFITS:		
Beginning of Year	16,028,194	14,929,143
End of Year	\$17,176,508	\$16,028,194

The accompanying notes are an integral part of these financial statements.

Notes to Financial Statements June 30, 2005 and 2004

Note 1 - Summary of Significant Accounting Policies:

The Pension fund was organized on April 4, 1927, and is exempt from federal income tax. The pension fund is created and operated under state laws that provide for a fund to be established to provide certain retirement benefits to police officers and their dependents (see Note 2). The fund is managed by a board of five trustees made up of two persons appointed by the mayor of the City of Urbana and three persons elected by the members of the fund. The Pension fund is also included in the annual report of the City of Urbana, as a fiduciary fund, according to the criteria specified in governmental accounting standards.

Investments are reported at fair value. Fair values for U.S. government securities, stock mutual funds and money market accounts are based upon latest quoted prices. Investment transactions are reported as of the trade date. Interest income is recognized as earned. Realized gains and losses on sales and exchanges of securities and unrealized gains and losses are reported as net appreciation (depreciation) in the fair value of investments.

The fund considers all liquid investments with maturity of three months or less when purchased to be cash equivalents. At June 30, 2005 and 2004, there were no investments considered to be cash equivalents.

The fund is accounted for using the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded when a liability is incurred. Employer contributions are primarily made from property taxes. Property taxes are recognized for the year levied. The 2004 levy is reported in fiscal year 2005 and the 2003 levy in fiscal year 2004. The taxes are certified against appraised real property as of the beginning of the previous calendar year. Benefits are recognized when due and payable. Refunds are recognized when the employee resigns from employment with the city.

The preparation of financial statements requires management to make estimates and assumptions which affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions from plan net assets during the reporting period. Actual results could differ from those estimates.

Notes to Financial Statements June 30, 2005 and 2004

Note 2 - Pension Disclosure Information:

a. Plan Description:

The Pension fund is a defined benefit single-employer pension plan that covers all sworn police personnel. Although this is a single-employer plan, the defined benefits and employee and employer contribution levels are governed by Illinois State Statues. This fund is accounted for and reported as a pension trust fund.

At June 30, 2005 and 2004, the pension fund membership consisted of:

	2005	<u>2004</u>
Retirees and beneficiaries currently receiving benefits	39	40
Terminated plan members entitled to but not yet receiving benefits	0	0
Active vested plan members	21	23
Active non vested plan members	<u>28</u>	<u>25</u>
Total	<u>88</u>	<u>88</u>
Number of participating employers	1	1

Following is a summary of the police pension plan as provided for in the Illinois Statutes.

The police pension plan provides retirement benefits as well as death and disability benefits. Employees attaining the age of 50 or more with 20 or more years of creditable service are entitled to receive an annual retirement benefit of one-half of the salary attached to the rank held on the last day of service. The pension shall be increased by 2.5% of such salary for each additional year of service over 20 years up to a maximum of 75% of such salary. Employees with at least 8 years, but less than 20 years of credited service, may retire and receive a reduced benefit, which begins at age 60. The monthly pension of a police officer who retired after January 1, 1999 with at least 20 years of service, shall be increased annually, following the first anniversary date of retirement, and be paid upon reaching the age of at least 55 years, by

Notes to Financial Statements June 30, 2005 and 2004

1/12 of 3% of the original pension times the number of months the employee has been retired since age 50 (up to a maximum of 15%), and 3% annually thereafter of the pension payable at the time of the increase. Officers that retire with less than 20 years of service receive an annual 3% increase.

Covered employees are required to contribute 9.91% of their base salary to the Plan. If an employee leaves covered employment with less than 20 years of service, accumulated employee contributions may be refunded without accumulated interest. The City of Urbana is required to contribute the remaining amounts necessary to finance the plan as actuarially determined by an enrolled actuary. By the year 2033, the City's contributions must accumulate to the point where the past service cost for the Plan is fully funded.

b. Funding Policy and Annual Pension Cost:

The amount shown below as the "net pension obligation" is a standardized disclosure measure of the present value of pension benefits, adjusted for the effects of projected salary increases and step-rate benefits, estimated to be payable in the future as a result of employee service to date. The measure is intended to help users assess the funding status of the system on a going-concern basis, assess progress made in accumulating sufficient assets to pay benefits when due, and make comparisons among employers. The measure is an accrued liability and is a component of the funding method used to determine contributions to the system. Administrative costs are paid by the plan except for in-kind donated financial services provided by the City.

The funding policy provides for actuarially determined periodic contributions at rates that, for individual employees, accumulate assets gradually over time so that sufficient assets will be available to pay benefits when due. The contribution rate for normal cost is determined using the entry age normal actuarial funding method. The system used a level percent amount method to amortize the unfunded liability over a 33-year period. The significant actuarial assumptions used to compute the actuarially determined contribution requirements are the same as those used to compute the net pension obligation:

Notes to Financial Statements June 30, 2005 and 2004

Latest Actuarial Valuation Date June 30, 2004 Asset Valuation Method 5 Year Average Market Value Significant Actuarial Assumptions: 7.0% compounded annually Rate of return on investment of present and future assets 5.25% compounded annually Projected salary increases Post retirement benefit increases 3.0% interest annually Inflation increases 3.0% annually 1983 Group Annuity Mortality Table Mortality Withdrawal **Graduated Rates** Disability **Graduated Rates** Graduated Rates (100% age 69) Retirement 85% married, spouse same age **Marital Status** Plan Expenses None

Annual Required Contribution	\$950,335
Interest on Net Pension Obligation	0
Adjustment to Annual Required Contribution	0
Annual Pension Cost	950,335
Contributions Made	1,258,282
Increase (Decrease) in Net Pension Obligation	n (307,947)
Net Pension Obligation Beginning of Year	(1,806,235)
Net Pension Obligation End of Year	<u> (2,114,182)</u>

There were no changes in any actuarial assumptions that would significantly effect the pension benefit obligation or the required contribution.

Notes to Financial Statements June 30, 2005 and 2004

Note 3 - Deposits and Investments:

As of June 30, 2005, the pension fund had the following investments:

		Weighted Ave.	% of Total			
	Fair Value	Maturity <u>(Yrs)</u>	<u>Total</u>	<u>Goal</u>	Min.	Max.
U.S. Govt. & its Credit						
Guaranteed Agencies	\$ 4,187,299					
U.S. Govt. Agencies						
With Implied Credit	<u>3,810,945</u>					
Subtotal, U.S. Govt.						
and it's Agencies	\$7,998,244	3.5	48.4%	53.0%	45.0%	65.0%
Stock Mutual Funds	7,456,547	n/a	45.1%	45.0%	20.0%	50.0%
Cash and Equivalents	1,065,234	n/a	6.5%	2.0%	2.0%	25.0%
Total	\$16,520,025		100.0%			

<u>Interest rate risk</u>: In accordance with its investment policy, the fund manages its exposure to declines in fair values by 2 methods:

- (1) By selecting an active duration manager for its U.S. Government and agency fixed security investments. This manager is charged with managing interest rate risk given current economic conditions and the current position in the interest rate cycle. The average weighted maturity of the portfolio varies depending on the decisions of the manager at various times. The Board of the Fund and the fund's investment advisor review any changes in average weighted maturity. At June 30, 2005, the portfolio had an average weighted maturity of 3.5 years.
- (2) By diversifying the portfolio so that the impact of a potential drop in interest rates on a particular type of security will be minimized. The portfolio is diversified across different segments of the bond market. Specifically, the fixed income portfolio contains U.S. Treasury securities, Agency bonds, and Government guaranteed mortgage securities. The fund investment policy states a desired level for each category of investment and a minimum and maximum level. As illustrated above, the fund's investments types are within the stated minimum and maximum levels. At June 30, 2005, the fund was understated in U.S. Government and Govt. Agencies and overstated in cash and cash equivalents as compared to the stated desired level. This is considered by the fund to be a temporary holding

Notes to Financial Statements June 30, 2005 and 2004

since it is anticipated that longer term interest rates will increase in the near future.

Credit Risk: The pension fund is authorized by State Statutes and fund policy to invest in obligations of the U.S. Treasury and its agencies, non-negotiable certificates of deposit and Illinois Public Treasurer's Investment Pool, savings accounts, general and separate accounts of approved life insurance companies (up to a maximum of 10% of the fund's net present assets), money market mutual funds which are backed by U.S. government securities and agencies, and common stocks and common stock mutual funds (up to a maximum of 45% net present assets). Investments in U.S. Government securities and certain U.S. Government Agency securities are not considered to be of any credit risk since they carry the full obligation and guarantee of the U.S. The fund has also invested in securities of certain U.S. Government. Government Sponsored Enterprises (GSE), which are not secured by an explicit guarantee of the U.S. Government. One-hundred percent of these G.S.E. investments carry a AAA rating from Moody's and Standard and Poors. The fund considers the credit risk of all U.S. Government securities to be similar and does not distinguish these securities for purposes of policy goals, minimum and maximum investment levels. At June 30, 2005, the fund also had \$107,996 invested in money market accounts. These money market accounts are not guaranteed and are not rated. The fund does not believe that the credit risk for these money market accounts to be significant in that the amounts ever invested are small.

Concentration of Credit Risk: The only investments in any single security or organization that are in excess of 5% of the total investments or 5% of net assets (except for investments in U.S. Government and its credit guaranteed agencies and an investment in certain mutual funds) are the following: 8% of total investments and 7% of net assets are in certain securities of the Federal National Mortgage Association, and 13% of total investments and 12% of net assets are in certain securities of the Federal Home Loan Mortgage Corporation. These securities carry an implied U.S. Government guarantee. The fund considers the credit risk of these investments to be similar to investments in U.S. Government Agency securities that are explicitly guaranteed by the U.S. Government. Thus the fund does not believe a concentration of credit risk due to these investments is significant enough to address in the investment policies. The fund's investments are within all minimum and maximum levels in all categories. At least annually, upon year end closure, the equity types will be rebalanced in accordance with the policies.

Notes to Financial Statements June 30, 2005 and 2004

<u>Custodial Credit Risk for Deposits</u>: is the risk that in the event of a bank failure, the fund's deposits may not be returned. Deposits in federal insured banks and savings and loans are insured in an amount equal to \$100,000 for the fund plus an amount for each member's beneficial interest in the deposits, limited to an amount equal to \$100,000 divided by the largest beneficial interest percentage of a member. At year-end, the fund was not exposed to custodial credit risk for deposits as all deposits were insured.

<u>Custodial Credit Risk for Investments</u>: is the risk that in the event of the failure of the counterparty, the fund will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. The fund has no custodial credit risk in that all of it's security investments are insured.

Required Supplementary Information Schedule of Funding Progress (Unaudited)

Unfunded

(Overfunded) Actuarial Accrued Liability	as a % of	Covered Payroll		378.1%	335.1%	325.6%	308.5%	289.2%	293.7%	319.6%	332.9%
	Covered	Payroll		\$1,761,550	\$1,869,403	\$2,004,454	\$2,005,269	\$2,319,005	\$2,428,211	\$2,518,095	\$2,634,013
	Funded	Ratio	ailable.	61.9%	64.6%	%2'59	%2'89	68.4%	%0.89	86.2%	64.9%
Unfunded (Overfunded) Actuarial	Accrued	Liability	, 1997 is not ava	\$6,660,796	\$6,263,847	\$6,525,726	\$6,186,687	\$6,705,484	\$7,132,303	\$8,047,708	\$8,768,930
Actuarial Accrued Liability	Entry Age	Normal Cost	Information before June 30, 1997 is not available.	\$17,493,882	\$17,708,970	\$19,014,902	\$19,769,233	\$21,196,511	\$22,308,414	\$23,775,768	\$25,002,453
Actuarial	Value	of Assets	Information	\$10,833,086	\$11,445,123	\$12,489,176	\$13,582,546	\$14,491,027	\$15,176,111	\$15,728,060	\$16,233,523
Actuarial	Valuation	Date	June 30, 1996	June 30, 1997	June 30, 1998	June 30, 1999	June 30, 2000	June 30, 2001	June 30, 2002	June 30, 2003	June 30, 2004

Required Supplementary Information Schedule of Employer Contributions (Unaudited)

Fiscal Year	Annual Required Contribution	Contributions Made	Percentage Contributed	
1996	Information bef	ore 1997 is not ava	ilable.	
1997	\$621,024	\$677,649	109.1%	
1998	\$643,706	\$872,320	135.5%	
1999	\$638,034	\$865,130	135.6%	
2000	\$712,982	\$953,431	133.7%	
2001	\$683,965	\$968,842	141.7%	
2002	\$768,096	\$1,052,672	137.0%	
2003	\$820,842	\$1,064,928	129.7%	
2004	\$893,391	\$1,133,303	126.9%	
2005	\$950,335	\$1,258,282	132.4%	